

ALLEGATIONS / CONCERNS AGAINST STAFF & VOLUNTEERS
WORKING WITH CHILDREN IN HILLINGDON

Immediate concerns for children's safety must be reported to police/ children's social care

Allegations / concerns identified in organisation to be reported to designated senior manager. Senior manager collects basic information but does not investigate.

Allegation / concern made directly to police or LA children's social care

LADO contact form to be completed within 1 working day

LADO decides if threshold met (in consultation with referrer):

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates they may pose a risk of harm to children
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children (including in personal life).

Threshold meet?

NO

YES

Conduct/behaviour issue or low level concern

If possible crime: LADO refers to Police

Employer Investigation

MAYBE

LADO & Manager agree immediate risk assessment plan

LADO Allegations Meeting/Discussion (ASV) * (share information, decide actions, review risk assessment)

Employer investigation

Police Investigation

Children's Social Care investigation

Review LADO meeting

Concerns Substantiated?

NO

YES

Advice & guidance given. Employer to address via normal employment practice

Criminal prosecution

If dismissed referral to DBS and consideration for referral to regulatory body

Disciplinary action

End of process

*Note: Referrals often do not result in ASV meetings, but instead the LADO may oversee the Internal Management investigation undertaken by the employer and provides advice and support in relation to the disciplinary process, changes needed to safeguarding practices in the organisation and or training/support needs.